



## **MEMBER UPDATE - ENTERPRISE BARGAINING**

### **EMPLOYER BEGINS TO REVEAL AGENDA**

**Friday 27 November 2020**

SASMOA representatives including industrial staff and President Dr David Pope met yesterday afternoon with employer representatives from the Department of Treasury and Finance and Department of Health and Wellbeing to have “without prejudice” discussions about a new Salaried Medical Officer Enterprise Agreement (SMOEA).

The employer’s representatives indicated that they were authorised to set out four of the key themes/issues the employer wants introduced/changed in a new Agreement:

- the “primacy” of public health;
- job planning;
- rostering; and
- professional development.

The employer representatives also indicated that there would be a similar number of further themes/issues that they would be seeking to raise during negotiations once they had finalised internal discussions.

While it will be interesting to see exactly what the employer proposes in relation to job planning and rostering, its representatives were at pains to explain that this was not targeting “no fixed hours”.

SASMOA indicated that any attempt to restrict or suppress Medical Officers’ access to reimbursement for professional development expenses would be resisted.

SASMOA has previously indicated we will be targeting wage theft, fatigue, workloads and work/life balance during negotiations. SASMOA further indicated that one of our primary principles for these negotiations is there will be no acceptance of any cuts in current wages or entitlements for our Members.

This is just the start of the process and after this meeting the extent of the employer’s full agenda remains unclear. We will meet again in three weeks.

SASMOA will continue to keep members informed of any progress or developments as they occur.

**Bernadette Mulholland**  
**SASMOA, Chief Industrial Officer**